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CITY PROPOSAL TO IAFF – CITY-PAID PARENTAL LEAVE

City Proposed Language:

ARTICLE XX CITY-PAID PARENTAL LEAVE

XX.1 City-Paid Parental Leave. The Paid-Parental Leave Program is part of the City's Administrative Policy Manual.

For eligible births, adoptions, or foster care placements that occur on or after the first full pay period following City Council approval of a successor Memorandum of Agreement between the City and IAFF, Local 230 in open session:

XX.1.1 Full-time employees who work a 40-hour schedule will receive a maximum total of three hundred and twenty (320) hours of paid time off and shall be eligible to use up to a maximum total of one-hundred and twenty (120) hours of their available sick leave for City-Paid Parental Leave reasons.

XX.1.2 Full-time employees who work a 56-hour schedule will receive a maximum total of four hundred and forty-eight (448) hours of paid time off and shall be eligible to use up to a maximum total of one-hundred and sixty-eight (168) hours of their available sick leave for City-Paid Parental Leave reasons.

XX.1.3 Employees with a City-Paid Parental Leave entitlement who transition between the 40-hour and 56-hour work schedules will have their remaining City-Paid Parental Leave and applicable sick leave converted to the appropriate rate.

XX.1.4 City-Paid Parental Leave and the use of available sick leave balances for City-Paid Parental Leave reasons must be used and completed no later than 12 months from the birth or placement of a child.